



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: **FERNANDO N. MONTAJES**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.18	70%	2.926
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	3.75	30%	1.125
TOTAL NUMERICAL RATING			4.05

TOTAL NUMERICAL RATING: 4.05

Add: Additional Approved Points, if any: _____

TOTAL NUMERICAL RATING: 4.05

FINAL NUMERICAL RATING 4.05

ADJECTIVAL RATING: **VERY SATISFACTORY**


Prepared by:


FERNANDO N. MONTAJES
Name of Staff

Reviewed by:


SHALOM GRACE C. SUGANO
Department/Office Head

Recommending Approval:


BAYRON S. BARREDO
Dean/Director

Approved:


BEATRIZ S. BELONIAS
Vice President

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **FERNANDO N. MONTAJES**, of the **VSU Integrated High School** commits to deliver and agree to be rated on the attainment of the following targets and accomplishments in accordance with the indicated measures for the period **July to December, 2020**.


FERNANDO N. MONTAJES
Ratee

Approved:


SHALOM GRACE C. SUGANO
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment as of June	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
ADMINISTRATIVE SUPPORT SERVICES									
Efficient and customer-friendly frontline service	0% complaint from client served	Clients served	100% no complaint	100% no complaint	4	4	4	4	
Janitorial Services	100% of surroundings cleaned and maintained	Surroundings cleaned and maintained	96%	100 %	4	5	4	4	
Other Services	Number of backdrops and lettering prepared and mounted	Backdrops and lettering prepared and mounted	5	10	5	4	4	4	
	Number of intervening tasks assigned by the Principal	Intervening tasks	5	20	4	5	4	4	


Total Over-all Rating					4.25	4.5	4	4	
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Average Rating (Total Over-all rating divided by 4)		4.18
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.18
ADJECTIVAL RATING		VERY SATISFACTORY

Comments & Recommendations for Development Purpose:

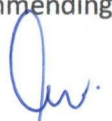
*Established a good social relation with coworkers.
Be passionate and serious in your assigned work.*

Evaluated & Rated by:


SHALOM GRACE C. SUGANO, Ph.D.
Dept/Unit Head

Date: 1/26/2021

Recommending Approval:


BAYRON S. BARREDO, Ed.D.
Dean/Director

Date: 1/26/2021

Approved by:


BEATRIZ S. BELONIAS, Ph.D.
Vice President

Date: 1/27/21

- 1 – Quality
- 2 – Efficiency
- 3 – Timeliness
- 4 - Average



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: JULY-DECEMBER 2020

Name of Staff: FERNANDO N. MONTAJES

Position: ADMIN AIDE III

Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

Scale	Descriptive Rating	Qualitative Description
5	Outstanding	The performance almost always exceeds the job requirements. The staff delivers outputs which always results to best practice of the unit. He is an exceptional role model
4	Very Satisfactory	The performance meets and often exceeds the job requirements
3	Satisfactory	The performance meets job requirements
2	Fair	The performance needs some development to meet job requirements.
1	Poor	The staff fails to meet job requirements

A. Commitment (both for subordinates and supervisors)		Scale				
1.	Demonstrates sensitivity to client's needs and makes the latter's experience in transacting business with the office fulfilling and rewarding.	5	4	3	2	1
2.	Makes self-available to clients even beyond official time	5	4	3	2	1
3.	Submits urgent non-routine reports required by higher offices/agencies such as CHED, DBM, CSC, DOST, NEDA, PASUC and similar regulatory agencies within specified time by rendering overtime work even without overtime pay	5	4	3	2	1
4.	Accepts all assigned tasks as his/her share of the office targets and delivers outputs within the prescribed time.	5	4	3	2	1
5.	Commits himself/herself to help attain the targets of his/her office by assisting co-employees who fail to perform all assigned tasks	5	4	3	2	1
6.	Regularly reports to work on time, logs in upon arrival, secures pass slip when going out on personal matters and logs out upon departure from work.	5	4	3	2	1
7.	Keeps accurate records of her work which is easily retrievable when needed.	5	4	3	2	1
8.	Suggests new ways to further improve her work and the services of the office to its clients	5	4	3	2	1
9.	Accepts additional tasks assigned by the head or by higher offices even if the assignment is not related to his position but critical towards the attainment of the functions of the university	5	4	3	2	1
10.	Maximizes office hours during lean periods by performing non-routine functions the outputs of which results as a best practice that further increase effectiveness of the office or satisfaction of clientele	5	4	3	2	1
11.	Accepts objective criticisms and opens to suggestions and innovations for improvement of his work accomplishment	5	4	3	2	1
12.	Willing to be trained and developed	5	4	3	2	1

Vision:
Mission:

A globally competitive university for science, technology, and environmental conservation.
Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

Total Score		3.75				
B. Leadership & Management (For supervisors only to be rated by higher supervisor)		Scale				
1. Demonstrates mastery and expertise in all areas of work to gain trust, respect and confidence from subordinates and that of higher superiors	5	4	3	2	1	
2. Visionary and creative to draw strategic and specific plans and targets of the office/department aligned to that of the overall plans of the university.	5	4	3	2	1	
3. Innovates for the purpose of improving efficiency and effectiveness of the operational processes and functions of the department/office for further satisfaction of clients.	5	4	3	2	1	
4. Accepts accountability for the overall performance and in delivering the output required of his/her unit.	5	4	3	2	1	
5. Demonstrates, teaches, monitors, coaches and motivates subordinates for their improved efficiency and effectiveness in accomplishing their assigned tasks needed for the attainment of the calibrated targets of the unit	5	4	3	2	1	
Total Score						
Average Score						

Overall recommendation : _____


SHALOM GRACE C. SUGANO
 Printed Name and Signature
 Head of Office

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Mr. Fernando N. Montajes

Performance Rating: Very Satisfactory

Aim: To improve work efficiency and achieve targets on time.

Proposed Interventions to Improve Performance:

Date: January 2020

Target Date: March 2020

First Step:

Coordinates with teachers for possible tasks to do and performs routine works such as cleaning the school premises.

Result:

On time accomplishment of tasks assigned by the teachers and maintenance of cleanliness in the school premises.

Date: March 2020

Target Date: December 2020

Next Step:

Continuous coordination with teachers and other staff to attain goals and objectives within the scheduled time.

Outcome: Timely accomplishment of tasks.


Final Step/Recommendation:

Keep up the good performance!

Prepared by:


SHALOM GRACE C. SUGANO, Ph.D.
Unit Head

Conforme:


FERNANDO N. MONTAJES
Name of Ratee Faculty/Staff